

## **St. John's Vestry Minutes**

**Tuesday, January 22, 2008**

**7:00pm-9:00pm – Library**

**Present:** Mariann Budde, Shelly Gill Murray (clerk), Kay Kramer, Susan Tapp, Michelle Dibblee, Bruce Mair, John Willoughby, Jan Olfe, Emily Peterson, Rex Gaskill, Ivy Booth, Brigitte Parenteau and Craig Gudorf

**Absent:** Dan Sutton

**Next meeting:** February 19, 2008

Emily Peterson called the meeting to order at 7:05 p.m. and Craig Gudorf led a reflection on the last year after which the following action items occurred:

### **Action items**

*A motion was made, seconded and approved to accept the December 2007 meeting minutes and approve the January agenda with an addition.*

### Finance Report

Bruce Mair led the discussion stating total pledge contributions in December were about \$10,700 over budget, and total income in December was about \$9,000 over budget. The overall net income for the year was \$13,500 over budget.

*A motion was made, seconded and approved to accept the December 2007 financial report.*

### 2008 Budget

Bruce also led this discussion by reviewing the 2008 budget in detail. Nearly all 2008 budget projections matched the 2007 budget allowances or 2007 actual expenditures. There were two significant increases. The first was the addition of approximately \$14,000 to the Linden Hills Day care income that reflects a rent increase. The second was about \$6,900 added for mortgage interest. This amount reflects extra income from 2007 and was added to the budget to prepare for when mortgage payments will be deducted from the operating budget in 2009. Finally, Bruce noted that a review of the last 15 years indicate that St. Johns was over budget 10 of those years. However, St. Johns has been under budget four out of the last five years.

Mariann asked the vestry to consider forgoing mortgage payments out of the operating budget by reaching out to the congregation for a small capital campaign to pay off the much smaller than anticipated \$200,000 mortgage. She also suggested that the congregation could add to the campaign the additional cost for air conditioning that was originally contemplated in the last campaign.

*A motion was made, seconded and approved to present the 2008 budget to the congregation at the annual meeting.*

*A motion was made, seconded and approved to keep the Rector's compensation package the same as last year and to designate 100% of Michelle Morgan's \$2,300/month compensation as housing allowance.*

## **Discussion Items**

### Nominating Committee Update

Craig Gudorf led the discussion by stating that Kay Kramer agreed to be the Senior Warden and Ed McFadden, John Soderberg and Mitty Johnson agreed to become new vestry members. Finally, Michelle Dibblee agreed to be the delegate for the Diocesan Convention.

### Personnel Committee Structure

Emily stated she will stay on as a member of the personnel committee even though her vestry term has ended. Historically, the group has consisted of present and former senior wardens and a few others, such as Leslie Anderson, who has expertise in the area of human resources. Emily stated that she feels the committee needs to tighten up some policies and procedures and set out specific structure for staff and Rector performance reviews. She also suggested that the group consider implementing some kind of mediation program for staff conflicts, including those with the Rector.

### Search Committee

Craig Gudorf agreed to again lead the search committee to find a replacement for the Minister of Children's Youth and Families position.

### Justice and Peace

Michelle Dibblee stated that the new Justice and Peace leadership will be holding an open meeting on February 10 with the leaders of the ministries currently supported by St. John's. The meeting will focus on coordinating activities and fundraising. As a side note, Michelle revealed that the J&P ministries were able to raise \$58,000 in 2007. All agreed that these fundraising efforts should be celebrated at the annual meeting.

### Annual Meeting

Mariann asked the vestry what the agenda for the meeting should be and suggested that in addition to the basics—passing the budget and approving the new vestry—Chad would offer a few words about the new music programs. She also suggested that we celebrate the success of the building project and consider asking the congregation what matters most to each member.

Mariann said that she would circulate an agenda and that those who wanted to participate should plan on a “dress rehearsal” on Saturday around noon.

### February Vestry Meeting

Mariann asked all the members to consider whether they wanted to have a retreat on a Saturday, a dinner only or both. She will circulate an email to get the responses.

After a prayer, the meeting was adjourned at 9:10 p.m.

Respectfully submitted,

Shelly Gill Murray  
Clerk of the Vestry